

EXHIBIT A



Notice of Service of Process

Transmittal Number: 24051090
Date Processed: 11/10/2021

Primary Contact: Steven S Runner
Exxon Mobil Corporation
22777 Springwoods Village Pkwy
Spring, TX 77389-1425

Electronic copy provided to: Stephanie Adderley

Entity:	Exxon Mobil Corporation Entity ID Number 1685331
Entity Served:	Exxon Mobil Corporation
Title of Action:	J. Scott Tidwell vs. Exxon Mobil, L.L.C.
Matter Name/ID:	J. Scott Tidwell vs. Exxon Mobil, L.L.C. (11727269)
Document(s) Type:	Summons/Complaint
Nature of Action:	Discrimination
Court/Agency:	Cook County Circuit Court, IL
Case/Reference No:	2021 L 005570
Jurisdiction Served:	Illinois
Date Served on CSC:	11/10/2021
Answer or Appearance Due:	30 Days
Originally Served On:	CSC
How Served:	Personal Service
Sender Information:	J. Scott Tidwell 312-263-2698

Information contained on this transmittal form is for record keeping, notification and forwarding the attached document(s). It does not constitute a legal opinion. The recipient is responsible for interpreting the documents and taking appropriate action.

To avoid potential delay, please do not send your response to CSC

251 Little Falls Drive, Wilmington, Delaware 19808-1674 (888) 690-2882 | sop@cscglobal.com

2120 - Served	2121 - Served	2620 - Sec. of State
2220 - Not Served	2221 - Not Served	2621 - Alias Sec of State
2320 - Served By Mail	2321 - Served By Mail	
2420 - Served By Publication	2421 - Served By Publication	
Summons - Alias Summons		(03/15/21) CCG 0001 A

IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS

Name all Parties

J. Scott Tidwell

Plaintiff(s)

v.

{ Exxon Mobil Corporation }

Case No. 2021 L 005570

Defendant(s)

801 Adlai Stevenson Drive
Springfield, IL 62703

Address of Defendant(s)

Please serve as follows (check one): ☐ Certified Mail ☐ Sheriff Service ☒ Alias

SUMMONS

To each Defendant:

You have been named a defendant in the complaint in this case, a copy of which is hereto attached. You are summoned and required to file your appearance, in the office of the clerk of this court, within 30 days after service of this summons, not counting the day of service. If you fail to do so, a judgment by default may be entered against you for the relief asked in the complaint.

THERE IS A FEE TO FILE YOUR APPEARANCE.

FILING AN APPEARANCE: Your appearance date is **NOT** a court date. It is the deadline for filing your appearance/answer. To file your appearance/answer **YOU DO NOT NEED TO COME TO THE COURTHOUSE**, unless you are unable to eFile your appearance/answer. You can download an Appearance form at <http://www.illinoiscourts.gov/Forms/approved/procedures/appearance.asp>. After completing and saving your Appearance form, you can electronically file (e-File) it with the circuit clerk's office.

Iris Y. Martinez, Clerk of the Circuit Court of Cook County, Illinois
cookcountyclerkofcourt.org

Summons - Alias Summons**(03/15/21) CCG 0001 B**

E-FILING: E-filing is now mandatory with limited exemptions. To e-File, you must first create an account with an e-Filing service provider. Visit <http://efile.illinoiscourts.gov/service-providers.htm> to learn more and to select a service provider.

If you need additional help or have trouble e-Filing, visit <http://www.illinoiscourts.gov/faq/gethelp.asp> or talk with your local circuit clerk's office. If you cannot e-file, you may be able to get an exemption that allows you to file in-person or by mail. Ask your circuit clerk for more information or visit www.illinoislegalaid.org.

FEE WAIVER: If you are unable to pay your court fees, you can apply for a fee waiver. For information about defending yourself in a court case (including filing an appearance or fee waiver), or to apply for free legal help, go to www.illinoislegalaid.org. You can also ask your local circuit clerk's office for a fee waiver application.

COURT DATE: Your court date will be sent to your e-File email account or the email address you provided to the clerk's office. You can also call or email the clerk's office to request your next court date. You will need to provide your case number OR, if unknown, the name of the Plaintiff or Defendant. For criminal case types, you will also need to provide the Defendant's birthdate.

REMOTE APPEARANCE: You may be able to attend this court date by phone or video conference. This is called a "Remote Appearance". Call the Circuit Clerk at (312) 603-5030 or visit their website at www.cookcountyclerkofcourt.org to find out how to do this.

Contact information for each of the Clerk's Office locations is included with this summons. The Clerk's office is open Mon - Fri, 8:30 am - 4:30 pm, except for court holidays.

To the officer: (Sheriff Service)

This summons must be returned by the officer or other person to whom it was given for service, with endorsement of service and fees, if any, immediately after service. If service cannot be made, this summons shall be returned so endorsed. This summons may not be served later than thirty (30) days after its date.

☐ Atty. No.: 12871
☐ Pro Se 99500

Witness date _____

Name: Caroline E. Rdzanek
 Atty. for (if applicable):
J. Scott Tidwell

Iris Y. Martinez, Clerk of Court

☐ Service by Certified Mail: _____

Address: 120 N. LaSalle Street, Suite 1050
 City: Chicago

☐ Date of Service: _____
 (To be inserted by officer on copy left with employer or other person)

State: IL Zip: 60602

Telephone: (312) 263-2698

Primary Email: cerdzanek@arwlegal.com

Iris Y. Martinez, Clerk of the Circuit Court of Cook County, Illinois
cookcountyclerkofcourt.org

GET YOUR COURT DATE BY CALLING IN OR BY EMAIL

CALL OR SEND AN EMAIL MESSAGE to the telephone number or court date email address below for the appropriate division, district or department to request your next court date. Email your case number, or, if you do not have your case number, email the Plaintiff or Defendant's name for civil case types, or the Defendant's name and birthdate for a criminal case.

CHANCERY DIVISION

Court date EMAIL: ChanCourtDate@cookcountycourt.com
Gen. Info: (312) 603-5133

CIVIL DIVISION

Court date EMAIL: CivCourtDate@cookcountycourt.com
Gen. Info: (312) 603-5116

COUNTY DIVISION

Court date EMAIL: CntyCourtDate@cookcountycourt.com
Gen. Info: (312) 603-5710

**DOMESTIC RELATIONS/CHILD SUPPORT
DIVISION**

Court date EMAIL: DRCourtDate@cookcountycourt.com
OR
ChildSupCourtDate@cookcountycourt.com
Gen. Info: (312) 603-6300

DOMESTIC VIOLENCE

Court date EMAIL: DVCourtDate@cookcountycourt.com
Gen. Info: (312) 325-9500

LAW DIVISION

Court date EMAIL: LawCourtDate@cookcountycourt.com
Gen. Info: (312) 603-5426

PROBATE DIVISION

Court date EMAIL: ProbCourtDate@cookcountycourt.com
Gen. Info: (312) 603-6441

ALL SUBURBAN CASE TYPES

DISTRICT 2 - SKOKIE

Court date EMAIL: D2CourtDate@cookcountycourt.com
Gen. Info: (847) 470-7250

DISTRICT 3 - ROLLING MEADOWS

Court date EMAIL: D3CourtDate@cookcountycourt.com
Gen. Info: (847) 818-3000

DISTRICT 4 - MAYWOOD

Court date EMAIL: D4CourtDate@cookcountycourt.com
Gen. Info: (708) 865-6040

DISTRICT 5 - BRIDGEVIEW

Court date EMAIL: D5CourtDate@cookcountycourt.com
Gen. Info: (708) 974-6500

DISTRICT 6 - MARKHAM

Court date EMAIL: D6CourtDate@cookcountycourt.com
Gen. Info: (708) 232-4551

**IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS
COUNTY DEPARTMENT, LAW DIVISION**

J. SCOTT TIDWELL,)	
)	
Plaintiff,)	
)	Case No.
v.)	
)	
EXXON MOBIL CORPORATION)	
)	
Defendant.)	<u>Jury Demanded</u>

COMPLAINT

NOW COMES Plaintiff, J. SCOTT TIDWELL, by and through his attorneys, ABRAHAMSON VORACHEK & RDZANEK, and for his Complaint of discrimination and retaliation pursuant to the Illinois Human Rights Act ("IHRA"), 755 ILCS 5/1-101 *et seq.*, states as follows:

PARTIES

1. Plaintiff, J. SCOTT TIDWELL ("Plaintiff" or "Mr. Tidwell"), is now and, at all times relevant to the instant Complaint, was a resident of Grundy County, Illinois, residing at 665 South Laura Lane, Diamond, Illinois 60416.

2. Defendant, EXXON MOBIL CORPORATION, L.L.C. ("Defendant" or "Exxon Mobil"), is a corporation with a place of business in Illinois. Mr. Tidwell worked at Defendant's place of business at 25915 South Frontage Road, Channahon, Illinois 60410, known as Defendant's "Joliet Refinery" location. At all times relevant to this action, Defendant was an employer within the meaning of the IHRA, 775 ILCS 5/2-101(B)(1).

ADMINISTRATIVE PROCEEDINGS

3. Plaintiff met all administrative prerequisites prior to bringing this action. In May 2020, Plaintiff filed a charge of sex discrimination and retaliation with the Illinois Department of Human Rights (“IDHR”) alleging violations of the Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e *et seq* and the Illinois Human Rights Act, 775 ILCS 5/2-101 *et seq*. This charge of sex discrimination and retaliation was also cross-filed with the Equal Employment Opportunity Commission (“EEOC”). Plaintiff’s IDHR charge of discrimination was designated as Charge Number 2020-CF-2527.

4. On March 4, 2021, Plaintiff’s counsel received a Notice of Dismissal for Lack of Substantial Evidence from the IDHR. Copies of Plaintiff’s Charge of Discrimination and Notice of Dismissal are attached hereto as Group Exhibit A. Within 90 days of receipt, Plaintiff has initiated the instant Complaint, as required by the IHRA. 775 ILCS 5/1-101 *et seq*.

BACKGROUND

5. Mr. Tidwell is male and was hired by Defendant in 2006 as a Process Operator.

6. Plaintiff was an exceptional performer throughout his tenure with Defendant, receiving consistently positive feedback about his performance. This feedback included performance reviews with ratings of either “exceeds expectations” or “meets expectations.”

7. In 2019, Mr. Tidwell applied for a promotion to the position of Utilities PMC Support. After he went through an extensive application process, including having several members of management review his work history, Mr. Tidwell was selected for the position in December 2019 and moved into the position on or about January 13, 2020.

8. On or about December 19, 2019, Phil Lowry, another of Defendant's employees, and Mr. Tidwell spoke with Jessica Lockwood, a female contractor of Defendant, complimenting her on her work and for keeping the work area clean.

9. The following day, on or about December 20, 2019, Defendant informed Mr. Tidwell that Ms. Lockwood had made an allegation of sexual harassment against him and Mr. Lowry. Mr. Tidwell participated in an investigatory interview conducted by Defendant. In his interview, Mr. Tidwell told Defendant that he had interacted with Ms. Lockwood the day before and had only complimented her work performance. Mr. Tidwell denied that he had engaged in any sexual harassing behavior or made any sexual harassing comments to Ms. Lockwood. Mr. Tidwell also answered questions about Mr. Lowry related to Ms. Lockwood's allegation of sexual harassment against him [Lowry].

10. On or about January 16, 2020, Mr. Tidwell was suspended with pay while Defendant purportedly investigated the allegation.

11. On or about January 22, 2020, Mr. Tidwell was terminated and was told the reasons for his firing were that he had violated Defendant's harassment policy and that he "lied" during his December 2019 interview with Defendant.

12. Mr. Tidwell later learned from Mr. Lowry that he [Lowry] was also questioned about his interactions with Ms. Lockwood, denied that he or Mr. Tidwell sexually harassed her, and was subsequently terminated.

13. Upon information and belief, Tracy Holder, one of Defendant's employees who was not present when Mr. Lowry and Mr. Tidwell spoke with Ms. Lockwood, provided information during the investigation about the alleged incident, despite her lack of first-hand knowledge.

14. Upon information and belief, after his firing, Mr. Tidwell was replaced by a woman, Ms. Holder.

15. As a result of Defendant's actions, Mr. Tidwell has suffered from severe emotional distress, including loss of sleep, severe anxiety, depression, loss of appetite, loss of enjoyment of life, mental anguish, and loss of income and benefits.

COUNT I – ILLINOIS HUMAN RIGHTS ACT – SEX DISCRIMINATION

16. Plaintiff repeats and realleges Paragraphs 1-15 as though fully set forth herein.

17. This count is brought pursuant to the IHRA, 755 ILCS 5/1-101 *et seq.*

18. Plaintiff is male.

19. At the time of Defendant's discriminatory actions and at the time of his termination, Plaintiff was performing his job duties more than satisfactorily.

20. Mr. Tidwell was subjected to adverse treatment, including, but not limited to, baseless accusations of sexual harassment, baseless accusations of lying during an investigation, suspension, and termination.

21. Female employees and contractors such as Ms. Holder and Ms. Lockwood were treated more favorably, while Mr. Tidwell was subjected to adverse treatment. For example, Defendant believed Ms. Lockwood's allegations, despite the fact that both Mr. Tidwell and Mr. Lowry denied the allegations, and Ms. Holder with respect to her statements about the alleged sexual harassment, while Defendant treated Mr. Tidwell's interview statements as lies.

22. Another male, Mr. Lowry, was subjected to similar adverse treatment in that Ms. Lockwood's allegation were believed and his interview statements were treated as lies.

23. After his termination, Plaintiff's duties were assumed by a woman, Ms. Holder.

24. Defendant's stated reasons for terminating Plaintiff were pretextual and a cover-up for the real reason for its actions, which was Plaintiff's sex.

25. By terminating Plaintiff, Defendant intentionally discriminated against Plaintiff because of his sex, in violation of the IHRA.

WHEREFORE, Plaintiff prays for judgment in his favor and against Defendant as follows:

- a) that a finding be entered that Defendant intentionally discriminated against Plaintiff because of his sex, in violation of the IHRA;
- b) that Plaintiff be awarded all wages, benefits, and other compensation lost due to Defendant's discriminatory conduct;
- c) that Plaintiff be awarded compensatory damages, including damages for the severe emotional distress Defendant's actions have caused him, in the amount of \$1,000,000 at a minimum;
- d) that Plaintiff be awarded liquidated damages;
- e) that Plaintiff be awarded attorneys' fees and costs;
- f) that Plaintiff be awarded prejudgment interest, and interest on the judgment at the statutory rate of 9% (735 ILCS 5/2-1303); and
- g) that Plaintiff be awarded such other relief as this Court may deem just and proper.

COUNT II – ILLINOIS HUMAN RIGHTS ACT – RETALIATION

26. Plaintiff repeats and realleges Paragraphs 1-15 as though fully set forth herein.

27. This count is brought pursuant to the IHRA, 755 ILCS 5/1-101 *et seq.*

28. Plaintiff participated in Defendant's investigation of claims of sexual harassment regarding Mr. Tidwell and Mr. Lowry.

29. After he participated in this investigation, Mr. Tidwell was subjected to adverse and retaliatory treatment, including, but not limited to, his firing.

30. Another male, Mr. Lowry, was subjected to similar adverse treatment in that after he participated in this investigation, he was also terminated.

31. Defendant's stated reasons for terminating Plaintiff were pretextual and a cover-up for the real reason for its actions, which was retaliation for Plaintiff's participation in an investigation.

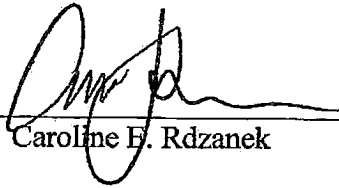
32. By terminating Plaintiff, Defendant retaliated against Plaintiff because of his participation in an investigation of sexual harassment, in violation of the IHRA.

WHEREFORE, Plaintiff prays for judgment in his favor and against Defendant as follows:

- a) that a finding be entered that Defendant retaliated against Plaintiff because of his participation in an investigation of sexual harassment, in violation of the IHRA;
- b) that Plaintiff be awarded all wages, benefits, and other compensation lost due to Defendant's retaliatory conduct;
- c) that Plaintiff be awarded compensatory damages, including damages for the severe emotional distress Defendant's actions have caused him, in the amount of \$1,000,000 at a minimum;
- d) that Plaintiff be awarded liquidated damages;
- e) that Plaintiff be awarded attorneys' fees and costs;
- f) that Plaintiff be awarded prejudgment interest, and interest on the judgment at the statutory rate of 9% (735 ILCS 5/2-1303); and
- g) that Plaintiff be awarded such other relief as this Court may deem just and proper.

Jury Demanded

Respectfully submitted,

By: _____
Caroline E. Rdzanek

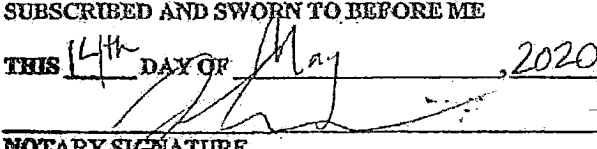
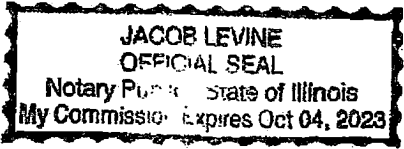

Attorneys for Plaintiff:

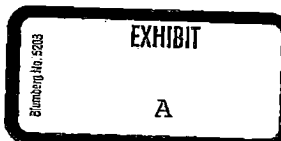
Caroline E. Rdzanek
Courtney B. Sundstrom
ABRAHAMSON VORACHEK & RDZANEK
120 North LaSalle Street, Suite 1050
Chicago, Illinois 60602
312/263-2698
attorneys@avllegal.com

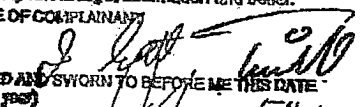
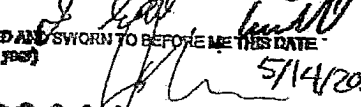
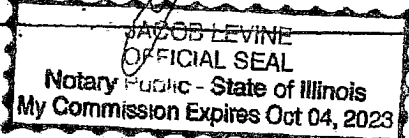
Address for Service:

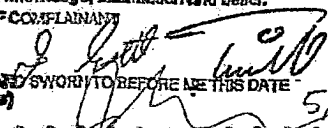
Exxon Mobil, L.L.C.
25915 South Frontage Road
Channahon, Illinois 60410

DATED: June 1, 2021

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974: See Privacy Act Statement before completing this form. #		AGENCY <input checked="" type="checkbox"/> IDHR <input type="checkbox"/> EEOC	CHARGE NUMBER
Illinois Department of Human Rights and EEOC			
NAME OF COMPLAINANT (Indicate Mr., Ms., Mrs.) J. Scott Tidwell		TELEPHONE NUMBER (include area code) (815) 791-3803	
STREET ADDRESS 665 S. Laura Lane	CITY, STATE, ZIP CODE Diamond, Illinois 60416		DATE OF BIRTH 07/07/1969
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE, LIST BELOW)			
NAME OF RESPONDENT Exxon Mobil Corporation	NUMBER OF EMPLOYEES, MEMBERS +IS 20+	TELEPHONE NUMBER (include area code) (800) 347-2683	
STREET ADDRESS 5959 Las Colinas Boulevard	CITY, STATE, ZIP CODE Irving, Texas 75039		COUNTY
CAUSE OF DISCRIMINATION BASED ON: Sex discrimination, Retaliation		DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL) 1/22/2020 <input type="checkbox"/> CONTINUING ACTION	
SEE ATTACHED Page 1 of 5			
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		SUBSCRIBED AND SWORN TO BEFORE ME THIS <u>14th</u> DAY OF <u>May</u> , 2020.  NOTARY SIGNATURE	
 NOTARY STAMP		x  <u>5-14-2020</u> SIGNATURE OF COMPLAINANT DATE I declare under penalty that the foregoing is true and correct I swear or affirm that I have read the above charge and that is is true to the best of my knowledge, information and belief	



EEOC Form 5 (11/02) CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input type="checkbox"/> EEOC
Illinois Department of Human Rights <small>State or local Agency, if any</small>		and EEOC
THE PARTICULARS ARE (if additional paper is needed, attach extra sheet(s)):		
Page 2 of 5		
<ol style="list-style-type: none"> 1. I began working for Respondent as a Process Operator in 2006. 2. I received consistently positive feedback about my performance, including performance reviews with ratings of either "exceeds expectations" or "meets expectations." 3. In 2019, I applied for a promotion to the position of Utilities PMC Support. After I went through an extensive-application process, including having several members of management review my work history, I was selected for the promotion in December 2019 and moved into the position on January 13, 2020. 4. On December 19, 2019, Phil Lowry, another of Respondent's employees, and I spoke with Jessica Lockwood, a female contractor of Respondent, complimenting her on her work and for keeping the work area clean. 5. The following day, on December 20, 2020, I was informed by Respondent that Ms. Lockwood complained that Mr. Lowry and I sexually harassed her. I participated in an interview conducted by Respondent. In my interview, I told Respondent that I had interacted with Ms. Lockwood the day before and had only complimented her work performance. I denied I had engaged in any sexual harassing behavior or made any sexual harassing comments 		
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT:  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE:  5/14/2020
Date: _____	Charging Party Signature: _____	

EEOC Form 5 (11/05) CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: <u>Agency(ies)</u> Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC
<u>Illinois Department of Human Rights</u> and EEOC <small>State or local Agency, if any</small>		
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p style="text-align: center;">Page 3 of 5</p> <p>to her. I also answered questions about Mr. Lowry related to her allegation of sexual harassment against him.</p> <ol style="list-style-type: none"> 6. On January 16, 2020, I was suspended with pay while Respondent purportedly investigated the allegation. 7. On January 22, 2020, I was fired and was told the reasons for my firing was that I violated Respondent's harassment policy and that I "lied" during my December 20, 2020 interview with Respondent. 8. I later learned that Mr. Lowry was also interviewed about his interactions with Ms. Lockwood. He also denied that he or I sexually harassed the contractor, and was subsequently fired. 9. I also learned that Tracy Holder, one of Respondent's employees who was not present when Mr. Lowry and I spoke with Ms. Lockwood, provided information during the investigation about the alleged incident, despite her lack of first-hand knowledge. 10. After my firing, I was replaced by a woman, Ms. Holder. 11. I have been discriminated against on the basis of my sex, male, in violation of Title VII of the Civil Rights Act of 1964, as amended, in that: 		
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <u>5/14/2020</u> (month, day, year) <div style="border: 1px solid black; padding: 5px; text-align: center;"> JACOB LEVINE OFFICIAL SEAL Notary Public - State of Illinois My Commission Expires Oct 04, 2023 </div>
Date _____	Charging Party Signature _____	

EEOC Form 5 (1/05) CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: <u>Agency(ies)</u> Charge No(s): <input type="checkbox"/> FEPA <input type="checkbox"/> EEOC
Illinois Department of Human Rights <small>State or Local Agency, if any</small>		and EEOC
THE PARTICULARS ARE (if additional paper is needed, attach extra sheet(s)):		
<p>Page 4 of 5</p> <ul style="list-style-type: none"> a. I am male. b. I performed my job satisfactorily. c. I was subjected to adverse treatment, including, but not limited to, baseless accusations of sexual harassment and my firing. d. Females were treated more favorably than me, a male. For example, Respondent believed Ms. Lockwood's and Ms. Holder's allegations but treated my and Mr. Lowry's statements as lies. In addition, I, a male, was replaced by Ms. Holder, a female. e. Another male, Mr. Lowry was subjected to similar adverse treatment in that Ms. Lockwood's allegation were believed and his interview statements were treated as lies. <p>12. I was retaliated against for my participation in an investigation of sexual harassment, in violation of Title VII of the Civil Rights Act of 1964, as amended, in that:</p>		
I sent this charge first with both the EEOC and the State or Local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT: <i>[Signature]</i> SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE: <i>5/14/2020</i> (month, day, year)	
Date: _____ Charging Party Signature: _____	JACOB LEVINE OFFICIAL SEAL Notary Public - State of Illinois My Commission Expires Oct 04, 2023	

EEOC Form 5 (11/89)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA
☒ EEOC

Illinois Department of Human Rights

and EEOC

State or Local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Page 5 of 5

- a. I participated in Respondent's investigation of claims of sexual harassment by me and Mr. Lowry.
- b. After I participated in this investigation, I was subjected to adverse and retaliatory treatment, including, but not limited to, my firing.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

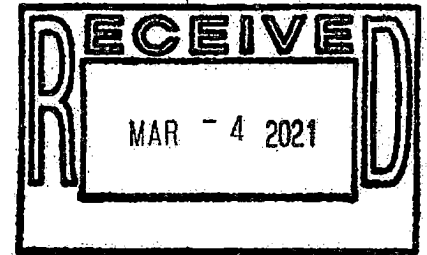
5/14/2020

JACOB LEVINE

OFFICIAL SEAL

Notary Public - State of Illinois
My Commission Expires Oct 04, 2023

STATE OF ILLINOIS
DEPARTMENT OF HUMAN RIGHTS



IN THE MATTER OF:

J. SCOTT TIDWELL,

AND

EXXON MOBIL CORPORATION,

COMPLAINANT,

RESPONDENT.

CHARGE NO.
EEOC NO.

2020CF2527
21BA01423

NOTICE OF DISMISSAL
FOR LACK OF SUBSTANTIAL EVIDENCE

For Complainant

Caroline Rdzanek
Abrahamson Vorachek & Rdzanek
120 N. LaSalle Street
Suite 1050
Chicago, IL 60602

For Respondent

Jaclyn Caugherty
Exxon Mobil Corporation
22777 Springwoods Village Pkwy
Office N1.4B.375
Spring, TX 77389

DATE OF DISMISSAL: February 19, 2021

1. YOU ARE HEREBY NOTIFIED that based upon the enclosed investigation report, the Department has determined that there is NOT substantial evidence to support the allegation(s) of the charge. Accordingly, pursuant to Section 7A-102(D) of the Act (775 ILCS 5/1-101 et seq.) and the Department's Rules and Regulations (56 Ill. Adm. Code. Chapter II, §2520.560) the charge is HEREBY DISMISSED.
2. If Complainant disagrees with this action, Complainant may:
 - a) Seek review of this dismissal before the Illinois Human Rights Commission (Commission), 100 West Randolph Street, Suite 5-100, Chicago, Illinois, 60601, by filing a "Request for Review" with the Commission by the request for review filing date below. Respondent will be notified by the Commission if a Request for Review is filed.

REQUEST FOR REVIEW FILING DEADLINE DATE: May 25, 2021

Or, Complainant may:

- b) Commence a civil action in the appropriate state circuit court within ninety (90) days after receipt of this Notice. A complaint should be filed in the Circuit court in the county where the civil rights violation was allegedly committed.

STATE OF ILLINOIS)

) ss

COUNTY OF COOK)

CHARGE NO. 2020CF2527

AFFIDAVIT OF SERVICE

Monica Vandeven , deposes and states that s/he served a copy of the attached **NOTICE OF DISMISSAL FOR LACK OF SUBSTANTIAL EVIDENCE** on each person named below by depositing the same on February 19, 2021 , in the U.S. Mail Box at 100 West Randolph Street, Chicago, Illinois, properly posted for FIRST CLASS MAIL, addresses as follows:

For Complainant

Caroline Rdzanek
Abrahamson Vorachek & Rdzanek
120 N. LaSalle Street
Suite 1050
Chicago, IL 60602

For Respondent

Jaclyn Caugherty
Exxon Mobil Corporation
22777 Springwoods Village Pkwy
Office N1.4B.375
Spring, TX 77389

Under penalties as provided by law pursuant to Section 1-109 of the Code of Civil Procedure, the undersigned certifies that the statements set forth in this instrument are true and correct, except as to matters therein stated to be on information and belief and as to such matters the undersigned certifies as aforesaid that she verily believes the same to be true.



Monica Vandeven

PLEASE NOTE:

The above-signed person is responsible only for mailing these documents. If you wish a review of the findings in this case, you must complete the Request for Review form attached. Department of Human Rights' staff are not permitted to discuss the investigation findings once a Notice of Dismissal has been issued.

IN THE CIRCUIT COURT
COOK CUTY, ILLINOIS

J SCOTT TIDWEL

21 L 5570

EXXON MOBILE CORPORATION

PHILIP B. CRAVENS hereby that I am over 21 years of age and not a party to this case. I served the:

SUMMONS /COMPLAINT

CORPORATION or BUSINESS: EXXON MOBILE CORPORATION
C/O ILLINOIS CORPORATION SERVICE

by leaving a copy of the document(s) with: ETHAN SMITH CLERK

of the Corporation or Business on NOV. 10, ,2021 9:20 AM

801 STEVENSON
SANGAMON COUNTY
SPRINGFIELD, IL.

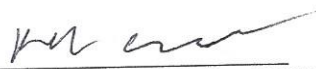
DESCRIPTION OF PERSON

RACE: W SEX: M AGE: 20's

CERTIFICATION

Under penalties as provided by law pursuant to section 109 of the Code of Civil Procedure of Illinois, the undersigned certifies that the statements set forth herein are true and correct, except as to matters therein stated to be on information and belief, and as to such matters, the undersigned certifies as aforesaid that he believes that same to be true.

DATED: 11/2/21



LICENSE #: 115-0074